

Summary of Benefits

Police Commissioned

Medical/Dental/Vision Insurance

- ◆ Employees are offered a choice of medical/vision coverage through either Group Health Cooperative or the City's self-insured plan. A Preferred Provider Option is available through the self-insured plan.
- ◆ The dental insurance plan covers services such as regular checkups, x-rays, fillings and crowns to an annual maximum of \$1,600. Orthodontia coverage is also provided.
- ◆ New employee contribution amounts are based on the coverage elected, as shown in the following table:

New Employee Coverage	Group Health	Self – Insured
Employee	\$145.59	\$46.00
Employee and Spouse	\$437.11	\$62.29
Employee and Child	\$257.02	\$46.23
Employee and 2+ Children	\$402.26	\$61.23
Employee, Spouse and Child	\$567.08	\$81.08
Employee, Spouse and 2+ Children	\$712.30	\$96.09

Life Insurance

- ◆ Basic life insurance is provided to each employee equal to their annual salary, up to \$50,000. Each eligible dependent is also provided with a \$1,000 policy. There is no cost to the employee.
- ◆ Supplemental insurance is available for employees and their dependents at group rates.

Retirement Plan

- ◆ Employees are enrolled in the State of Washington Department of Retirement Systems LEOFF Plan.
- ◆ Both the employee and employer contribute to the plan.

Deferred Compensation Program

- ◆ The City offers two programs, The Hartford and ICMA, as a vehicle in which employees may set aside a percentage of their earnings on a tax-deferred basis for retirement purposes.
- ◆ Through a bargaining agreement, the employer contributes 3% of base pay towards a plan of the employee's choice. An additional 3% premium is provided for passing a physical fitness exam.

Flexible Benefits

- ◆ The Flexible Spending Account (FSA) allows employees to set aside funds on a pre-tax basis for reimbursement of dependent care or healthcare expenses.

Longevity

- ◆ Longevity premiums are awarded after five years of service and increase at 10, 15, 20 and 25 years.

Education

- ◆ Employees who achieve an A.A. Degree/90 credits will receive 4% of base wage and those with a B.A. Degree/Masters will receive 6% of base wage.

Tuition Reimbursement

- ◆ A tuition reimbursement program is available for tuition and fees paid by the employer for courses leading to a law enforcement related degree.

Personal Leave

- ◆ Employees accrue paid personal leave time (a combination of holiday and vacation) each pay period beginning with the first day of employment in accordance with the following schedule whenever he/she is on paid status: 16 hours per month (0-5 years); 20 hours per month (6-10 years); 22 hours per month (11-15 years); 24 hours per month (16-20 years); and 26 hours per month (21 years or more).
- ◆ Maximum accumulation of personal leave time shall not exceed 528 hours, except when the employee is unable to use personal leave time as a result of illness, disability, operation or other considerations beyond the employee's control.

Sick Leave

- ◆ Upon employment, the employee receives a sick leave bank of 24 hours, with an additional 24 hours awarded after three months.
- ◆ Thereafter, sick leave accrues at the rate of four hours each pay period.

Employee Assistance Program

- ◆ A confidential counseling assessment and referral service is available without cost to employees and family members for help with personal, family or job-related problems.

Paydays

- ◆ The City of Renton pays employees on the 10th and the 25th of each month (24 pay periods each year).

Hours of Work

- ◆ Commissioned employees assigned to the Patrol Operations Division work three consecutive days followed by three consecutive days off on a 12-hour schedule.

Uniforms

- ◆ Required uniforms and equipment are provided without cost to the employees issued on a quartermaster system. Uniform cleaning is also provided.

Union Affiliation

- ◆ Police Commissioned PSERS Eligible employees are represented by the Renton Police Officer's Guild.